App. F. IX-4

File No. 34-28

Previous References
PJS 67-29

Serial Nos. 1892

Later References
PJS. 20-29 (1-3)
" 36-35 1-2
" 171-41-1+

General and Revenue Secretariat.

(10)

Serial Nos. 1 to 77

Part B for November 1928

SUBJECT

Grant of Casual leave to the piece work employees of the Govt Printing Press

To The Superintendent Govt Print
The Comptroller Th. Fl Secy

G.O. NOG 5213-4 d 2.11.28

Sanctions Corrn amendments to the rules for the grant of Casual leave to the piece work employees of the Govt Press.

1/28

eneral and Revenue Secretariat. File No. 5/2 of 1928.

Serial No.

From The Secretary Govt. of India
Bombay
No P. 7879 dt 11.9.25
Requests sanction to certain amendments to the Rules for the grant of Casual leave to the piece work employees of the Govt referred to in Govt No. 9 1755-6 Pay & 67.2 dated 12.9.25—

Subd. The Amendments may be considered in the first instance.

KM 14/5 Submitted for favourable orders

Jail Secy)

It is not stated which amendments have been introduced in Bombay rules in Bo. India in The Rules regulating the grant of leave to Mfg. Workmen on daily Wages

the proposals of Municipal may be approved. with one modification - i.e. substituting one month for three months in the Amendment to rule 10. viz. thirty days' absence in any year is to be taken and made in exception the words in further lieu of leave on full pay, if not previously availed of in any

General and Revenue Secretariat.

File No. 34 of 192 8

Serial No.

Draft Gd. Said. It does not appear quite necessary to reiterate in the draft the contents of the Pltd. May the portion indicated in brackets [ ] in the draft be omitted

KB 24.9.28

Please put up typed draft as above with the change suggested by the Secretary

Secy 25/9

Typed draft Said

for Consideration

25/10

25/10

Secy. Secy)

For favour of remarks

Respective of Office Systems with Comptt

RR 27/10/28

25/10

No further remarks

Submitted for approval

RR 24/10

Hon'ble Member -

4451 25/10

Cur 885 27.10.28

Financial Secy has seen this

Hon. Offg. Finance Member

Contn. Sheet.

General and Revenue Secretariat. PS File No. 34 of 1928.

Serial No.	
2 Com 885 2. XI. 28	Communication dated to the Comptroller
2	To Supdt Govt Presses The Comptroller through the Financial Secretary No. 8. 5213-1. dt. 2.11.1928 Sanctions certain amendments to the rules for the grant of casual leave to the Piecework employees of the Govt Press.
3/ KB/ 7/11	

No. P. 789

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING

Bangalore, dated 8th September *1928*

GENERAL MISCELLANEOUS BRANCH
Fu 224
12 SEP 1928

FROM

B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

To

R. RANGA RAO, ESQ., B.A., B.L.,
General Secretary to the Government of His
Highness the Maharaja of Mysore, BANGALORE.

Pres 34-28.

SIR,

With reference to G. O. No. G. 1755-6/ P & S. 67-24-6, dated the 12th September 1925, sanctioning the rules for the grant of casual leave to the piecework employees of the Government Press, have the honour to state that these rules have been in force for nearly three years and that they have been found beneficial to the Piecework employees of the Press, inasmuch as all the employees who are regular in their attendance get leave with pay for the period they are absent subject to an aggregate of 15 days in a Calendar Year, while they used to get no allowance of any sort for such periods before these rules came into force. The working of the rules during the last three years has, however, brought to light certain difficulties felt by the employees and I beg to submit them to the kind notice of Government.

Under rule 7 of the rules sanctioned in the above Government Order, it is prescribed that 30 days must ordinarily elapse between one period of leave with pay and the next An exception is provided in rule 19 according to which the interval of 30 days need not be insisted on in cases of BONA-FIDE sickness supported by medical certificates. Even with this proviso, the rule has involved much hardship to the workmen in actual practice, as employees who are in need of leave for urgent private affairs or for attending upon members of their family who are seriously ill and similar unavoid-

unavoidable causes, are precluded from availing themselves of leave with pay, even though they are eligible for such leave and have sufficient leave at their credit. I am of opinion that the interests of work will not be affected in any way by the removal of this restriction, but that, on the other hand, it will result in the mitigation of a real hardship to the employees. If this restriction is removed, the aggregate of 15 days' casual leave available to the employees in a Calendar year may be utilised by them either in a lump or by instalments according as their convenience or business requires it.

Another hardship that is felt by the workers is the existing system of including the period of sick leave taken by a workman in calculating the maximum limit of 30 days' absence in a Calenda year, so that, an employee who may be regular in other respects and who may rarely take leave, but who falls sick and is absent for more than 30 days, loses the benefit of the leave rules and has to forfeit leave with pay during a whole year. This works very hard on the piecework staff of the Press, who not only lose their wages for the days they are incapacitated for work by illness, but, in addition, forfeit their claims for leave with pay just at a time when some small leave allowance would come in handy and compensate for the loss of pay during the period of illness. To mitigate this hardship, Government may be pleased to direct that absence through bona-fide sickness supported by a medical certificate, subject to a maximum period of three months in the aggregate, in a Calendar year, may be excluded from the calculation of the 30 days' absence.

If the above proposals commend themselves to Government, the

following

following amendments to the existing rules may be kindly sanctioned :-

1. Omit Rules 7 and 19.

2. In rule 10, between the words " Gazetted Holidays " and " and absence on account of injuries etc..... " insert the words " absence through bona-fide sickness supported by a Medical Certificate, subject to a maximum period of three months in the aggregate in a Calendar year."

I have the honour to be,

S i r,

Your most obedient servant,

Superintendent.

KGS.

PROCEEDINGS OF THE GOVERNMENT

O F

HIS HIGHNESS THE MAHARAJA OF MYSORE.

----oOo----

R E A D.-

1. Government Order No. G.1755-6/P. & S. 67-24-4, dated the 12th September 1925 sanctioning the rules for the grant of casual -- leave to the Piece-work employees of the Government Press.

2. Letter No. P.789, dated the 11th September 1928, from the Superintendent, Government Printing, Bangalore, explaining how some of the rules work hard with the Piece-work -- emplyees and suggesting suitable amendments - to the rules.

Order No. G. 5213-4.

Bangalore, 2nd ~~September~~ November 1928.

Government are pleased to sanction the following amendments to the existing Rules:-

(1) Omit Rules 7 and 19.

(2) In Rule 10, between the words "Gazetted Holidays" and "absence on -- account of injuries etc.," insert the words "absence through bona-fide sickness supported by a Medical Certificate, subject to a maximum limit of one month in the aggregate in a calendar year." The rule as modified will read as follows:-

Rule.10.- Regular attendance will be considered to include a --

total absence of not more than 30 days in a calendar year. The 30 days absence This ~~absence of 30 days~~ will include also the leave of absence with pay but not ~~the following~~ Sundays, Gazetted Holidays, absence through bonafide sickness supported by a Medical Certificate subject to a maximum of one month in the aggregate in a calendar year and absence on account of injuries sustained while on duty and Anti-rabic treatment."

P.R. 21/10/25.

GENERAL SECRETARY TO GOVERNMENT.

To

The Superintendent, Government Printing.

The Comptr., thro' the Finl. Sectt.

E.W.M/24-9-28.

Proceedings of the Government of His Highness
the Maharaja of Mysore.

Read:-

Government Order No. G. 1755-6/P&S. 67-24-4 dated the 12th September 1925 sanctioning the rules for the grant of casual leave to the Piece-work employees of the Government Press.

2. Letter No. P. 789, dated the 11th September 1928 from the Superintendent, Government Printing, Bangalore, explaining how some of the rules work hard with the Piece-work employees and suggesting suitable amendments to the rules.

Order No. G. 5213-4/P&S 34-28-2

Dated Bangalore, the 25 November 1928.

Government are pleased to sanction the following amendments to the existing Rules :--

(1) Omit Rules 7 and 19.

(2) In Rule 10, between the words "Gazetted Holidays" and absence on account of injuries etc" insert the words "absence through <u>bona-fide</u> sickness supported by a Medical Certificate, subject to a maximum limit of one month in the aggregate in a calendar year." The rule as modified will read as follows:--

<u>Rule 10.</u> Regular attendance will be considered to include a total absence of not more than 30 days in a calendar year. The 30 days absence will include also the leave of absence with pay but not Sundays, Gazetted Holidays, absence through <u>bonafide</u> sickness supported by a Medical Certificate subject to a maximum of one month in the aggregate in a calendar year and absence on account of injuries sustained while on duty and Anti-rabic treatment".

For General Secretary to Government